

ENVIRONMENT POLICY

AB Mauri Pakistan is committed to drive continuous improvement on our environmental performance to minimize our impact on the local and global environment.

PURPOSE:

The purpose of this policy is to integrate the Environmental philosophy of sustainable development into all the organisations' activities and to establish and promote sound environmental practice in our operations.

Policy Aims:

To meet our long-term environmental goals, we will

1. Conduct all operations in compliance with all applicable laws & regulatory requirements.
2. Provide adequate resources for implementation of continuous improvement of Environmental Management System (EMS).
3. Aim to use energy and natural resources wisely and efficiently.
4. Promote the efficient use and recycling of water resources to reduce consumption, implement water-saving measures, and ensure responsible management throughout our operations.
5. Enhance energy efficiency by adopting energy-saving technologies and practices to reduce consumption and minimize our carbon footprint.
6. Aim to preventing pollution by controlling emissions, managing pollutants responsibly, adhering to regulations, and minimizing environmental impact
7. Aim to minimizing waste by reducing generation, reusing materials, and maximizing recycling across all operations.
8. Monitor and evaluate our environmental performance with applicable laws & regulatory requirements.
9. Continuously assess environmental aspects and impacts due to business activities to achieve Environmental Management System (EMS) objectives and continually improve through a yearly review management process.
10. Actively engage with our suppliers, customers and other stakeholders on environmental issues, including the sustainability of our raw and packaging material's supply chains.
11. Educate, train and motivate employees to carry out tasks in an environmentally responsible manner
12. Develop and implernent an effective emergency response plan to promptly address and mitigate environmental impacts, ensuring preparedness and minimizing harm.

All personnel (including contractors and visitors) have a responsibility for reducing overall environment impacts on their daily duties. It is expected that individuals should be involved in promoting the efficient use of natural resources and proactively upholding the site's environment objectives.

Ahsan Arif
Country General Manager

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HEALTH & SAFETY POLICY

AB Mauri Pakistan takes health and safety issues seriously and is committed to protect the health and safety of its employees, contractors, visitors, and the local community where we operate.

PURPOSE:

This policy intended to provide safe & healthy work environment to minimize the risk of accidents, injuries and exposure of hazards to our employees and other stakeholders.

Policy Aims:

To meet our health & safety goals, we will

1. Conduct all operations in compliance with all applicable laws & regulatory requirements.
2. Systematically identify hazards at the workplace and implement controls to eliminate or minimize the risk to employees.
3. Providing trainings and resources to our employees to conduct their activities in a safe and responsible manner.
4. Engage and consult employees on health and safety matters to integrate their feedback and promote a safe and collaborative work environment.
5. Ensure that all employee health screenings are conducted in compliance with applicable laws to safeguard health and safety in the workplace.
6. Maintain, communicate, and regularly test site and role-specific emergency plans to ensure preparedness and effective response in emergencies.
7. Encourage and promote a culture where best Health and safety practices and learnings from own and other incidents will be shared transparently with its employees and contractors.
8. Provide clearly defined roles and responsibilities, communication systems and participation opportunities to promote effective engagement from employees at all levels.
9. To prevent as far as reasonably possible, any improper conduct or behavior likely to put the health and safety of employees at risk.
10. Recognizing and awarding positive safety behavior.
11. Ensure that all employees, at every level of the organization, understand and aim to implementation of the H&S Policy and Practices.

Ahsan Arif
Country General Manager

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Food Safety & Quality Policy

Food safety is compulsory. This policy describes AB Mauri's approach to Food Safety & Quality across all areas of our business and its application to all of our operations. Its principles based on leading practices will be reflected in all Food Safety & Quality management systems, thereby ensuring optimum development of our people, processes and products.

All AB Mauri businesses will comply with the applicable regulatory and customer requirements. AB Mauri is committed to providing products and services that consistently satisfy customer's expectations in order to develop profitable and sustainable partnerships.

All Food Safety & Quality requirements are to be clearly communicated and understood at all levels of AB Mauri. Every employee, contractor and visitor is responsible for:

- Complying with all relevant Food Safety & Quality policies and procedures
- Reporting any faults, failures and concerns as soon as practicable
- Understanding their own individual role and responsibility for effective implementation.

The key Food Safety & Quality requirements include, as a minimum:

1. All products and materials requiring food safety testing as one of their release criteria must be held until after satisfactory test results have been received
2. All AB Mauri Food Safety & Quality systems meet the requirements of one of the Global Food Safety Initiative (GFSI) recognised standards, such as FSSC 22000, SQF, BRC, IFS (with all manufacturing sites planning for accreditation)
This, at least, requires:-
 - ✓ Full GMP (Good Manufacturing Practice) compliance
 - ✓ Every production site having an effective HACCP plan for every process. The HACCP plan is based on the 7 CODEX HACCP principles, is reviewed at least annually for effectiveness and is updated when required
 - ✓ Every production site is planning for an effective Food Defence system to prevent intentional contamination of food and potential food fraud
 - ✓ Full compliance to agreed customer specifications
 - ✓ That all products and ingredients have full traceability
 - ✓ Effective allergen management, achieved through allergen identification, risk assessment, segregation and labeling. (Management of allergens and intolerance substances is to protect sensitive consumers and the reputations of our company and customer brands)
 - ✓ Consistently managing suppliers to ensure all raw materials/packaging meet necessary legislative demands and are fit for purpose
 - ✓ That third party audits confirm compliance to key food safety requirements.
3. Regional, territory, country and site senior management are responsible for ensuring that formal management reviews of their Food Safety & Quality management systems are conducted regularly, at least annually, and are tracked to demonstrate our commitment to continuous improvement.

Signed:

Cathal Duffy, CEO